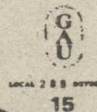


CONVOY DISPATCH



Nov.-Dec. '79
No. 1



Voice of Teamsters for a Democratic Union

P.O. Box 10128, Detroit, MI 48210 Phone (313) 842-2600

TDU & PROD UNITED!

YPSILANTI—On November 3, 1979, some 500 rank and file Teamsters rose out of their seats to sing "Solidarity Forever." They were showing the strength and spirit that had just united PROD and TDU. It's the strength and spirit which will carry us forward in our fight at the 1981 IBT Convention and the 1982 contracts as our two Teamster reform organizations move ahead as one.

The vote capped months of discussions leading to unity. The elected leaderships of PROD and TDU carefully worked out merger proposals which were then submitted to the memberships of both organizations for discussion, approval, or rejection.

At the Convention, many speakers reported on local chapter resolutions in favor of the merger. The only question which arose concerned the finances of the merged organization. After this question was answered in full, there was an overwhelming vote in

favor of merger.

In other votes, the Rank and File Convention built a Constitution which provides for:

- A 22 person International Steering Committee for the next year, with 11 members from PROD and 11 elected at the Convention.

- Two offices—a central organizing office in Detroit, and a Washington office, staffed by an attorney, which will work to promote the interests of Teamsters before Congress, the Department of Transportation, the ICC and other federal agencies.

- The overall name of the united organization will be Teamsters for a Democratic Union. The PROD name, emblem, and traditional activities will be preserved. A Professional Drivers Council will be formed within TDU to organize for improvements in the field of truck safety.

More Convention coverage on pages 6-7.



These TDU and PROD members came from coast to coast to build unity and forge the way ahead. Now it's up to each rank and file Teamster to join us in the fight for dignity and democracy. To join, see page 10.

Watch out Fitz- Here we come

Dear Brothers and Sisters,

We're on our way!

The 1979 Rank and File Convention, on November 2-4, marked the beginning of a new era in the Teamster reform movement.

Not long ago, Teamsters had no organization to turn to if they wanted to reform the Union. Those who dared to raise their voices were few and isolated.

But by 1976 our discontent had grown. We were tired of the sell-outs, the pension frauds, the dictatorship in our union. Two organizations had sprung up from the rank and file. TDU was born in the fight for a decent contract. PROD had developed beyond its beginnings as an organization lobbying for truck safety into a force demanding Teamster reform.

For the past years, these two organizations have fought for democracy in our union. Better contract, bylaws reforms, protection of our legal rights, and the fight for safe working conditions—this has been our common program. We've had our share of victories, as well as some defeats. We have grown, we have united, and the Convention has charted our course for the road ahead.

In the next year, we will emphasize building more chapters and developing more rank and file leaders at the local level. The national contracts are past. But thousands of contracts will expire this year covering warehouse, drivers, manufacturing, construction, and other jurisdictions. Many are sub-standard agreements.

Already we have shown that an organized rank and file can

make a big difference. We will reach as many Teamsters as we can in all possible jurisdictions. We will especially attempt to reach those Teamsters who have been treated as second class citizens for too long—those who work in shops and factories.

This is the way we have to grow in the next year. The TDU offices, our legal network, our organizing resources, and our newspaper, **Convoy Dispatch**, will be there to help. But the real work will go on at the grassroots.

In the next two years, we will aim at the 1981 Teamster Convention in Las Vegas. We have put forward rank and file candidates, Pete Camarata and Jack Vlahovic, for International office.

More important, we are aiming to reform the International

Constitution. We want to put the power back into the hands of the rank and file. Specifically, we will demand:

- The right to vote for International officers.
- The right to majority rule on contracts.
- The right to vote on supplements to our contracts.

We may not win at the 1981 Convention. But we'll make a hell of a good fight—the first such fight in the modern history of our Union, and a fight you'll be proud to be a part of.

That fight begins today, by building TDU where you work. And it won't end until we've driven the racketeers, dictators, and company men out of our Union once and for all.

Yours,

Ken Paff
TDU Organizer

Inside:

GM Shift threatens Carhaul jobs—Plus news from all over...Pages 8-9

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Elections: TDU is Off and Running

SPOKANE:

On the issues

"This local will be the most noted local in the West. We're going to have a full rank and file slate win!" Rocky Lattanzio, Local 690 member and McLean (ONC) driver, told *Convoy Dispatch*.

Ballots will be mailed out on December 5, but the campaign has been going on for some time. The TDU-backed rank and file slate is running on the issues that TDU has been fighting on for some time—democracy in the local, better contracts, and better representation.

The Local 690 officials signed a number of substandard cartage contracts this year. They have run the local as a private club.

The TDU had to take quick action to insure a fair election. A combination of legal moves, a publicity campaign, and a visit from the Labor Department from Seattle forced the local to agree to the following conditions:

- County Election Committee personnel will mail out the ballots and hold the key to the box.
- Counting the ballots will be done on neutral ground.
- The rank and file slate will have the right to mail out their literature to the entire membership before the November 27 nominations meeting.

The rank and file slate includes Rocky Lattanzio for Secretary-Treasurer, construction driver Bob Ross for Vice President, along with four other candidates from various barns and crafts.

LOCAL 582

In addition to Local 690, TDU members are also running in Local 582 in Spokane. These are the only two locals in the region. Three TDUs are running for part time positions on the Executive Board as Trustees. TDU chairman Clyde Ragland of Mayflower Farms, Ron Clemens a warehouse worker at URM, and Denny Young who is already a Trustee, make up the TDU slate.



TDU candidate Clyde Ragland, Spokane Chapter Chairman, is running for Trustee of Local 582.

Trustee Races

Over the past year, TDU activists in some areas have tried the strategy of running for part-time positions, such as Trustee, in local union elections. This is useful where there is not a strong enough and well-organized enough TDU chapter to support and defend a full slate taking power in a local, and coming under fire from the employers and possibly the union hierarchy as well.

By winning a few part-time positions on the Executive Board, a TDU chapter is in a good position to be a rank and file watchdog within the local.

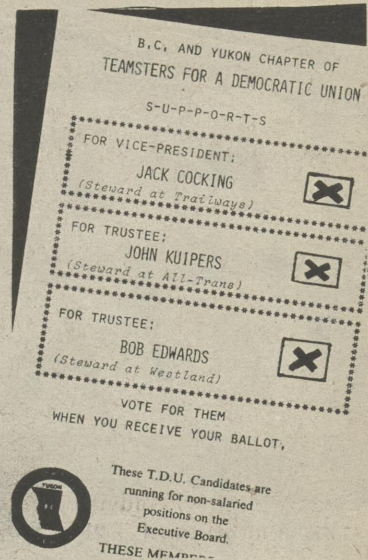
In Long Beach Local 692, three TDU members are running for Trustee—Bilal Chaka from Yellow,

Terry Smith from CME and Alex Morales from CF.

In New Hampshire Local 633, TDU activist and UPS steward Jim Plante is running for Trustee.

In Columbus Local 413, several TDU-PROD members are running. Three are running for Trustee on a ticket together—Charlie Teas from UPS, Brook Horvath from McLean, and Vern Bell from Kroger. Also, Bob Nickel, road driver for Signal Delivery, is running for Trustee on a separate ticket. The incumbents are under such fire from the rank and file that two strong opposition slates have formed.

TDU members and reform forces are running for various positions in a number of other locals.



TDU Members Run In British Columbia Local 31.—Three members of the BC-Yukon TDU are running for office in Local 31, a mainly freight and cartage local. Their printed platform includes "...Your Executive Board has the opportunity to object to this extravagant use of your dues money at JC 36 meetings, Canadian Conference meetings, and International Conventions (by virtue of their elective office they are automatic voting delegates). Locals 31, 213, 464, and 351 Executive Boards elect the JC 36 Board."

QUEBEC

On December 20 the votes will be counted in Montreal Local 106, the largest local in Quebec. Hopefully, the number of ballots will not be greater than the membership of the local!

J. L. Grenier, challenger for the presidency of the local, reports that he feels more ballots have been sent out than there are members, and cites reports of members receiving multiple ballots in the mail. Grenier says he will continue to investigate the matter and take whatever action is necessary.

Grenier and the other four candidates on his slate are members of the TDU and are running on a program of democratic reform.

HARTFORD: Officials on the run; 700 at union meeting

"Why doesn't TDU pick on somebody else?", asked Jack Fennelly, Secretary-Treasurer of Local 559 in Hartford, Connecticut, in a quote on the front page of the Hartford *COURANT*.

Shortly after, Fennelly's answer came loud and clear—not from TDU, but from the membership of Local 559.

On November 4 there was a Nominations Meeting for the Local elections to be held on December 9.

Some 700 members showed up (out of a local of 3,900).

The incumbents nominated each other with long and eloquent speeches. Yet there was no applause from the floor. The rank and file TDU candidates were nominated with simple statements from fellow Teamsters. The membership exploded into applause.

"This is probably the first overall challenge ever in this local. A few years back a guy challenged alone.

He lost his job, and moved to another state," said Tom Russell, who is running for Secretary-Treasurer on the TDU slate.

So no one is "picking on" the officers of Local 559. TDU has merely put together a movement, a newsletter (The *LINK*), and a slate to provide a vehicle for the rank and file. And from the response of the members, it is a welcome vehicle.

The incumbents lack support from the membership, but they seem to be getting it from other sources—Like the support they got from Frank Fitzsimmons in ruling TDUs Tom Russell and George Compagnon ineligible as candidates because of dues-checkoff confusion. This matter is being taken through legal channels. TDUer Bob Dubian was also nominated for Secretary-Treasurer, since his eligibility is unquestioned. Bob is editor of The *LINK*, and works at the Sweet Life warehouse.

ALLENTOWN: Challenge falls short

The DART Team in Allentown, Pa. Local 773 put up a strong challenge to the incumbents, but their bid fell short when the votes were counted on November 10.

The DART Team had several TDU and PROD members on the ticket running for some of the non-salaried positions on the Executive Board and the BA slots. The Eastern Pa. TDU backed the slate.

TDU members report that the slate made a strong campaign. Not enough had been done, however, to build up the chapter and the circulation of *CONVOY*, and not enough people had been involved in reform activities in an ongoing

way. As a result, the turnout was not as large as it could have been—only some 2,700 of the 6,500 members of the local bothered to vote.

The TDU chapter will be strengthened by the PROD-TDU merger. The chapter plans to concentrate on building up a rank and file organization that will create a tide that can't be stopped next time. TDU member Bobby Vanim, who ran on the DART slate, told the *Convoy Dispatch*, "We are going to keep our office open and build. A lot of members are still scared, but I'm sure it can grow when we show we aren't going to go away."

January is Bylaws Month

January is the month in many locals to introduce bylaws changes. This is your chance to have some input in making your local more democratic.

Numerous TDU Chapters and rank and file activists have already made some important changes:

The right to elect and recall stewards... as in California Local 468, which won this bylaw change.

The right to have elected negotiating committees for local contracts... as in Oakland Local 853, which won this membership right.

The right to control officers salaries and severance pay... as in Flint Local 332 which passed this bylaw this year.

The right to elected business agents... which Columbus, Ohio Local 413 passed this year.

The right to majority rule on bylaws changes... Flint Local 332 eliminated the 2/3 vote on bylaws changes.

The right to elect BA's to fill vacancies... Buffalo Local 375 won this membership right, resulting in



a recent election for a BA position.

The right to have IBT Convention delegates follow the mandate of the membership... as in Pittsburgh Local 250 which passed this one.

Lower dues for unemployed members... which was won by members in Cleveland Local 407.

All members to donate one day a year to picket duty to aid strikes and organizing drives... which was

won by Local 468 members in California.

These are just some examples of what can be done. In almost all these cases, other locals passed these as well. Other entirely different reforms have also been passed.

If it can be done in so many other locals, why not yours? Contact TDU and we'll help you get started today!

RANK AND FILE BILL OF RIGHTS

- I. DEMOCRATIC BY-LAWS.** All Business Agents and Stewards should be elected. Vacancies in offices should be filled by special election within 3 months. Local union committees should be elected. Contract and strike votes should be by majority (not 2/3). All contracts should provide for elected officers retaining their company seniority.
- II. DIRECT ELECTION OF OFFICERS.** General President and all international officers should be elected by the membership. International VPs elected by regions. An end to Trusteeships and split-off locals.
- III. A FAIR GRIEVANCE PROCEDURE.** Innocent till proven guilty, right to remain on the job till final procedure completed. Grievance procedure should include right to a speedy trial, arbitration by peers, and the right to strike if necessary.
- IV. PRESERVATION OF WORKING CONDITIONS.** The union's purpose is to expand and preserve what we have, not trade it away for anything less. People come first, not productivity.
- V. SAFETY AND HEALTH.** We have the right to enter the workplace without fear for our health and leave in the same condition we arrive. Teamsters should have the right backed up by our union to refuse unsafe work or hazardous conditions. We are not machinery.
- VI. EIGHT HOUR DAY AND FIVE DAY WEEK.** Forced overtime and unfair dispatch rules destroy our family life and cost us jobs. No mandatory overtime, "flexible" work weeks, or 70-hour slavery. We are for the advent of the four day work week. We work to live, not live to work!
- VII. A DECENT PENSION.** Every dollar in the Pension funds belongs to us. We are entitled to 25 and out, cost of living on pensions, and union pension trustees elected by the rank and file and retirees to safeguard our money.
- VIII. JUST SALARIES FOR OFFICERS.** A union officer can't understand the problems of members who make less than half what he makes. No officer should make more than the highest paid working members in his jurisdiction. No multiple salaries from union, company, or government sources, or special fringes and pensions. Salary increases limited to the average increase for membership, and subject to membership approval.
- IX. EQUALITY AMONG TEAMSTERS.** Bring all wage levels up to the highest standards, not a lot for the few and little for the many. Fight the hardest for the lowest paid.
- X. END TO DISCRIMINATION.** Employers have used the difference in age, race, and sex to divide us for decades. We oppose these injustices and divisions. Support affirmative action to correct past injustices. Employers should bear the cost of their past discrimination, not the members.

Unity Builds Safety Fight Drivers Council Forms

The merger of PROD and TDU has produced a new push for truck safety with the formation of a Professional Drivers Council. The Council will include all drivers who wish to actively participate in the fight for truck safety in Washington and in the union halls.

The new group will advise the Washington office of TDU on the concerns of professional drivers and assist it in continuing the work developed by PROD in this field. The Council will mobilize its membership for congressional and Department of Transportation hearings on truck safety, and monitor the IBT, as well as work to pressure the government for better safety regulations and enforcement of existing rules.

If you want information on how you can get involved in the Council, contact the TDU office or your local chapter.



Over 1,000 drivers died in fatal truck accidents last year. The fight for truck safety is a high priority of the merged organization.



WASHINGTON OFFICE

The Washington office of TDU—formerly PROD's national office—will continue its programs. In addition to litigation and designing legislation—such as the Truck Safety Bill S. 1390—we will continue the process of reforming safety regulations concerning hours of service, and the design and maintenance of trucks.

The work of the office depends on receiving information from you. This is the basis for what we do in Washington as well as our articles in the **Convoy Dispatch** and the health and safety guides that will be published on such topics as your legal rights, the mechanics of enforcing safety regulations, etc.

Problems, questions, and requests for information should be addressed to: **Phyllis Currott, PROD/TDU, Room 612, 2000 P St., N.W., Washington, D.C. 20036.**

DRIVERS SPEAK OUT

The merger of PROD and TDU will mean a more effective campaign for truck safety. This is the opinion of the PROD members who attended the recent Rank and File Convention in Ypsilanti. Here's why:

Orlow Weeks, Local 406, Grand Rapids, Michigan, Direct Transit Lines: "I was really pleased with the outcome of the convention and the merger. I'm sure this is the big move for us all to carry on the fight. I feel both groups will welcome each other with open arms."

Jack Thomas, Local 705, Chicago, Illinois, Walgreens: "Because of the fact that more truck drivers in different occupations, spread out wider throughout the states will be in the merged organization, we will have more input regarding unsafe equipment. We will force the Bureau of Motor Carrier Safety to bring these companies into compliance with safety regulations."

Henry Jones, Local 710, Goshen, Indiana, Navajo: "It took me twenty years to find out that the IBT officials were stealing my money and I was paying them to do it. With the merger we have more power because there are more of us. That is the only way to get anything done. Now, if everyone pulls together, we can get our PROD safety goals, like a stricter weight limit on the front axle, better tires, center placement of the fifth wheel, trailer length limits, and an end to the abuse of hours of service and babysitting the phone."

Billy Carter, Local 549, Blountville, Tennessee, Mason-Dixon: "I think the merger will help for the simple reason that we will have more people pushing for the same thing: health and safety and improved contracts."

Frank Greco, Local 478, Edison, N.J., Consolidated Freightways: "The PROD-TDU merger gives us additional strength. That strength will be derived from the active participation on the job site, in the local unions, and in our efforts to convince our legislators of the problems we have and of the remedies we need. "I urge all PROD members to get active and stay active to protect the gains we have already made and continue the momentum in the future until the fight is won."

YES I WILL JOIN THE FIGHT FOR TRUCK SAFETY!

-I will distribute a bundle of**Convoy Dispatch** each month. Bill me (\$2-10, \$3-20, \$5-50, \$7-100, \$3 each additional 100).
-Send me membership cards so I can recruit new members.
-I would like to help in setting up a meeting in my area.
-I want to be part of the Professional Drivers Council and commit myself to the work that is required to promote truck safety.
-I can help with a donation to expand our efforts for a democratic Teamsters Union.

Your Right To Refuse Unsafe Work

S. 1390 - Truck Safety Bill

At the Ypsilanti Convention, a resolution was adopted urging all concerned Teamsters to support prompt enactment of the Truck Safety Bill of 1979, S. 1390.

The bill, originated by PROD, is nearing debate on the Senate floor after having been assigned high priority by Senate Commerce Committee Chairman Howard Cannon. It would provide all motor carrier employees with a "whistleblower" protection. Both road and city drivers would also be protected against employer reprisals for refusing to drive unsafe vehicles, as well as when out of hours.

Why the Need for a Truck Safety Law

As most drivers know, although PROD won a significant legal victory in 1974 requiring the NLRB to reinstate Roadway driver Clay Ferguson, who had refused to operate and "abnormally dangerous" truck, the NLRB has generally refused to apply this precedent in other cases. In fact, to qualify for protection by the NLRB, drivers must meet a heavy burden of proof: they must have concrete evidence that their equipment was not only defective, but hazardous.

Rather than having to rely upon an IBT Joint Committee or a government agency for relief, S. 1390 would entitle any employee who has been disciplined or discharged by a trucking company to bring his own lawsuit for reinstatement,

back pay, attorneys fees, and punitive damages. The bill would also overhaul the federal government's truck safety program and provide important new legal machinery to enable enforcement of the Motor Carrier Safety Regulations, which would be extended to cover every commercial vehicle over 10,000 lbs. (GVWR). The Department of Transportation would also become responsible for insuring drivers' health, as well as vehicle safety. OSHA would retain jurisdiction to protect the health and safety of all motor carrier employees when not actually driving trucks.

Although the bill has formally been endorsed by the IBT,

the Union has failed to emphasize the necessity of the whistleblower protection, and both the industry and the DOT are attempting to weaken it. Local unions and individual support is essential. Chapters should propose resolutions at their local union meetings authorizing and instructing the local to communicate its official support for prompt enactment of S. 1390 (Senate) and HR 4971 (House of Representatives) to the Senators and Representatives in their state. In addition, both road and city drivers, in fact all Teamsters, should write letters to their Congressmen. These letters should explain why the bill is important to you and fellow Teamster drivers.

For Bud Mayer, S. 1390 Will Be Passed Too Late

Bud Mayer has been a long time PROD activist in the Detroit area. He actively supported the passage of the PROD Truck Safety Bill and even went to Washington to testify before the Senate Commerce Committee on its behalf. In his testimony, Bud specifically mentioned the problem of cramped cab design and the accompanying safety hazards.

He had complained of this problem to the safety department at Yellow Freight, but, "as usual", nothing was done. Of course Bud did not have the right to refuse unsafe equipment—as provided in S.1390—so he had to continue driving the

cramped White Conventional Road Boss I.

On July 11, 1979, Bud hit a bad spot on a bridge in Illinois. The air ride seat had not been properly maintained and the bumping sent him up against the low ceiling of the cab. He now has a herniated disk in his neck, four pinched nerves in the shoulder, and a doctor's report that he may never be able to drive again.

If the S.1390 had been passed, Bud would have had a chance to fight that cramped cab which injured him. His story is a clear indication that all drivers need its passage now, before another Teamster is killed or disabled.

NYC Local 807

Members Force Legal Strike

You can force your local and the International to sanction a strike against company attempts to gut your contract. That is the message coming loud and clear from Local 807 in New York City.

Last spring, when the National Master Freight Agreement expired, Whelan Trucking Co. came to a decision: the traditional starting time and lunch hour spelled out in the Eastern Supplement to the freight agreement must go.

Instead of starting at 7 am, the company wanted the men to start at 4 am. Instead of one hour for lunch, they wanted them to have only a half hour. Instead of taking lunch in the fourth or fifth hour, they demanded the right to postpone it to the sixth hour. Finally, they wanted a completely separate contract with Local 807 so they could set their own terms independent of the rest of the industry.

In short, they wanted a sweetheart contract.

These "takeaways" were in



"Do you think it gives me that 'I can't afford a union' look?"

clear violation of longstanding conditions at Whelans and in the Eastern Conference generally.

"As long as I've been working at Whelans, and that's 26 years, we've always had a 7 am starting time," said Ed Sorenson, a city driver for Whelans, a member of Local 807 and PROD.

What was the union going to do

about it? Worse than nothing. Local 807 BA Larry Gilbert backed the company position to the hilt. Both Gilbert and Whelan claimed that if the new starting time and lunch hour were not accepted, the company would go out of business.

But the Whelan drivers were not fooled so easily. They demanded, through their negotiating committee representative Ed Sorenson, that the union hire an auditor to examine the company's books (according to NLRB decision V351, **Truit Manufacturing**, whenever a company pleads poverty during negotiations as the basis for a lesser contract, the union has the right to examine the books).

Despite company and union attempts to discredit the auditor, and eventual union refusal to pay for the audit, the drivers held together. The men raised the necessary \$1,300 to pay for the audit.

The union then attempted to push through a contract vote before the auditor's report was completed. The drivers retaliated by bringing

the auditor to the terminal to inform the men of his partial findings. After this, the men decided to wait until all the facts were in.

When the report was completed it was read to the men in full. It showed that while the trucking division of Whelan's was in the red, the company had set up four other "dummy" corporations which were siphoning off the profits from the trucking division. When the numbers were added up, it was clear that Whelans was making money, lots of it.

The local officials were still cocky. They were sure that the men wouldn't be able to must the 2/3s needed to defeat the contract. **They were wrong.** At the end of July the men voted down the proposed contract. They went out on an **authorized** strike. The vote was overwhelming because the men were fully informed; the officials had no choice but to authorize the walkout.

The Whelan drivers stayed out for nine weeks. They did so despite the failure of the International or local to support them at the bargaining table or send them strike benefits on a timely basis.

Despite these odds, the men were able to win some concessions. When they finally accepted the contract, on its third vote in early October, they had succeeded in forcing the starting time to be set at 6 am instead of 4 am. They succeeded in keeping their contract within the Master Freight-Eastern Supplement instead of having an isolated "independent" agreement.

The issue of the lunch hour is still being disputed. Despite the fact that the local officials have accepted the company position on the timing of the lunch hour, Ed Sorenson and his fellow drivers have not given up. They have filed a complaint with the NLRB. Says Sorenson, "We are going to go the whole route. We'll do it because we know we're right."

Quad States Change of Ops?

The McKinlay Transport strike hasn't kept Matty Maroun from tending to other business. He has filed for a change of operations for one of his sweetheart outfits, Quad States Leasing, to move it from New Buffalo, Mich. to Saginaw, a distance of some 280 miles.

Maroun wants to shift the Quad States work to yet another sweetheart firm, Dunes Leasing, to punish the Quad States drivers who have put up resistance to his unfair working conditions.

The Quad States drivers, many of whom are TDU members, plan to organize to protest this change of operations.

Coalition to Oust Thibault

Twenty concerned Teamsters representing six major Ontario carriers met on October 27 to formulate strategy for replacing Local 938 President and Joint Council 52 chief Charles Thibault.

Thibault, who also holds union positions as head of the Freight Division of the Canadian Conference and International Organizer, has steadily lost support, even from his once loyal supporters, as a result of his handling of the Ontario master freight negotiations.

A resolution was adopted at the meeting attended by members of the Toronto TDU Chapter ("Teamsters for Teamsters") and non-members as well, which offered the following invitation:

"All interested groups and individuals, including members of the Local 938 Executive Board, are invited to come to a meeting on November 25 at 10 a.m. prepared to form a coalition to remove Charles Thibault as President of Local 938 and put forward a presidential candidate to replace him."

The Teamsters for Teamsters feel that a united strategy, representing the views of as many Local 938 members as possible, is a positive step in continuing the struggle to democratize the Teamsters Union.

TDU Works Toward Rank & File Cooperation Across Border Ontario Strike at McKinlay

Drivers and dockmen at Central Transport are familiar with the shady operations of Matty Maroun, owner of Central, and his many sweetheart deals. It now appears that Maroun is taking aim at the employees of another company he owns, McKinlay Transport in Ontario.

Since late October, four locals in Southern Ontario have been on strike against McKinlay. According to the Union, McKinlay has been able to use Ontario's employers bargaining association as a shield against issues which are specific to McKinlay, namely their border operations at Ft. Erie (near Buffalo) and Windsor (near Detroit).

The Union has refused to sign the agreement drawn up by the employers association, thus isolat-

ing McKinlay from the settlement that had been reached on September 30. A strike vote followed, which was recommended by the Union, and the members responded overwhelmingly in support.

Matty Maroun has been able to legally transfer McKinlay's operating rights to Central Transport, thus guaranteeing the license regardless of the outcome of the strike. He has used Central drivers and one of his many sweetheart outfits, Cadillac Leasing, to drive loads as far into Ontario as Toronto. There also has been some interlining of freight with other Ontario carriers at the Detroit-Windsor border.

Maroun, who along with his henchman, Charles Garavaglia, is not known for having a high regard

for his employees or their livelihoods, may well be planning to let the high seniority workers at McKinlay strike themselves out of their hard-earned jobs and benefits while Central profits from the shutdown by using the license as it sees fit.

It is unfortunate that McKinlay workers may be the latest to feel the effect of Maroun's anti-union efforts. It is tragic that the Union has allowed this man to undercut the freight contract through his widespread network of sweetheart leasing companies throughout Michigan. Now he is being allowed to operate as he pleases in Southern Ontario. Until the Union puts its foot down on his practices, he will continue to make a mockery of our rights, our conditions, and our job security.

Article 9, Sec. 2 of the NMFÄ gives the right to refuse "to perform any service which his Employer undertakes to perform as an ally of an Employer or person whose employees are on strike, and which service, but for such strikes, would be performed by the employees of the Employer or person on strike." This is not even being enforced to prevent drivers from the U.S. driving through the picket lines.

The overall solution lies in the close rank and file cooperation throughout the Great Lakes border region, in Buffalo, Toronto, Detroit, Windsor and other areas. TDU is organizing to build this unity and prevent the Teamsters on one side of the border to be used against Teamsters on the other side.

Roadway: Productivity Hits Akron Road Drivers

The last few issues of **CONVOY** have reported on the introduction of Roadway management's measures to increase dockworker productivity in Pennsylvania. But Roadway's attempt to work their employees to the utmost is not confined to dockworkers nor is it limited to Pennsylvania.

In Akron, Ohio, Roadway is issuing letters of reprimand to its road drivers for the slightest infraction of the time-off rules. One driver was given a 10-day suspension at his first hearing. The situation has gotten much worse since a change of operations went into effect on October 15. At that time Roadway placed 23 drivers in Indianapolis on layoff when they refused to be redomiciled to Akron.

The Akron drivers are now pulling the Indianapolis to Akron loads in addition to their previous runs.

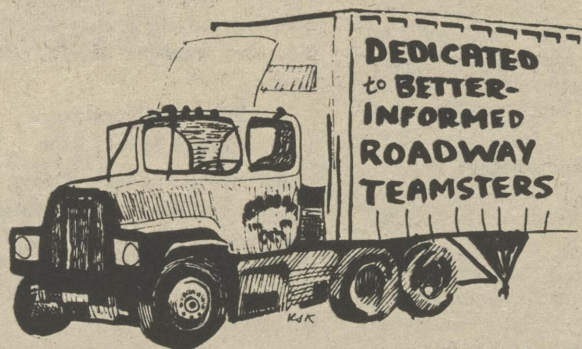
Drivers who request time off are usually turned down flat. It is almost impossible to receive time off on weekends unless you use a sick day. Younger men, not familiar with their contract rights, are not even getting the 24 hour a week rest period due them.

As a result of this tough management attitude toward time off, the entire bid system is now up in the air. Local 24 and Roadway in Akron are deadlocked on the new bid rules for the coming year. The union has requested a scheduled 48 hour rest period and the company has refused. The case of one bid driver is being taken up as a test

case to the Joint Area Committee on grievances, but the case will not be taken up at the Committee until December at the earliest.

A proposal for a 48 hour rest period for drivers on the extra board is also being frozen. This proposal was referred to the "Time Off Committee," a new body set up according to the new freight contract. The problem is that no one in Akron has heard a thing from this phantom "Committee." Akron Roadway driver Mickey Mader told **Convoy Dispatch**, "To my knowledge, if this committee has been formed, it hasn't been doing anything in this area."

While the immediate cause of the increased pressure on road drivers in Akron is the Indianapolis



change of operations, the manner in which Roadway management has used the situation is in line with its general productivity squeeze. This problem can only be met with a system-wide network of Roadway employees: dock, city, and road driver. Rank and filers need to keep up to date on the various time-off formulas in different terminals and prevent formulas like the one in Akron from invading other terminals.

That's where the **Big R Newsletter**, as printed in the **Convoy Dispatch** comes in. If you have information on the ways in which Roadway management is squeezing more work out of its employees contact the **Convoy Dispatch** and help build the Big R network system-wide.

Cassidy claims forgery - Check it out!

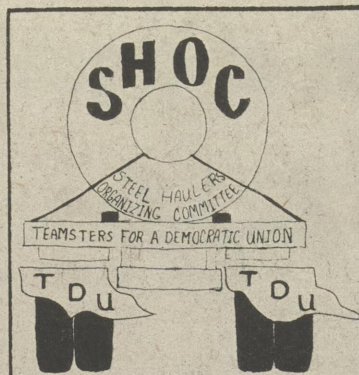
Last month CONVOY printed an intercepted memo from Ohio steel carriers' management. It outlined a deal between the carriers and Robert Cassidy, President of Canton Local 92 and head of the Union's side of the Ohio Grievance Panel. The deal made it easier for the companies to deduct health and welfare payments for days when a steelhauler is "unavailable for work."

At the Canton Local Union Meeting on Sunday, November 4, Brother Cassidy vehemently denied ever making a deal and said we had printed a forgery. There's only one problem with this—attached to the company memo was a form letter which the memo instructed companies to use in deducting money. As we reported last month, soon after the memo was intercepted a number of McNicholas drivers in Cleveland received such letters. One of

those letters is reprinted here. It is an exact copy of the form letter.

If a deal was made and Brother Cassidy got caught making it, we can understand why he would be mad at us, but can't work up too much sympathy. If the companies worked up forgery involving Brother Cassidy and then were brazen enough to send him a copy (upper right hand corner of letter), we think he should be mad at them and not at us.

At the meeting, Cassidy indicated he felt we were picking on him and asked why we didn't tell some tales on Union Officials in the Eastern Conference. Just so our



policy is clear. If requested, communications to **Convo Dispatch** can be confidential. If Brother Cassidy has some things he feels the rank and file should know about their officers, he can send them to the **Teamster Magazine** and see how much luck he has there. Or he can send them along to **Convo Dispatch**, P.O. Box 10128, Detroit, Michigan 48210.

SHOC Sets Organizing Goals

The Steel Haulers Organizing Committee (SHOC) of TDU met twice at the annual TDU Convention. Activists and wives from several states held a discussion on the problems facing steelhaulers under the new contract. In addition to steelhaulers from Michigan, Ohio, Indiana and Pennsylvania, some came from as far as North Carolina.

The major focus was the various attacks being made on the lease conditions of owner operators. One experienced broker laid out very simply the companies' reasons for these attacks—under the last contract the effective rate has been pushed up to 77% or better due to the restoration of the full 75% payment plus the fuel surcharge pass through. And of course benefit payments owned by the companies have been increased in this contract. The new contract returned the owner operator to a reasonable operating situation for the first

time in several years, while allowing the companies a reasonable profit. However, the companies are continuing their push to increase their slice of the pie.

SHOC went on to discuss plans for new publications and possible regional training workshops. Mel Packer of Pittsburgh proposed that April 1, 1980 (the anniversary of the steelhauler strike) be the target

Until recently attacks on the new contract have focused on owner operators. However, Artim is now leading the way in an attack on drivers of company-owned trucks. They are holding meetings at all terminals where they use cooked up figures to show they can't make it under this contract. So they are asking for relief where they would pay the drivers percentage on only 95% of the revenue. This is really a cut for company drivers to 24½% from 26%.

At the Pittsburgh meeting, Tom

Eatinger, road operations manager for the whole system, made the pitch and the employees walked out. In Steubenville, he was booed and harassed. Word is that if he dares go on to meetings in Buffalo and St. Louis, he'll meet walkouts from the drivers.

Last month we reported on Spector-Viking's attempt to get owner operators to pay their own health and welfare out of an 80% share of the revenue. Now Lakeshore is reportedly trying the same scheme, although they have no approval from the Eastern Conference Rider Committee as required by the contract. The power behind this cut is a threat to cancel the leases of their owner operators.

Some companies in Canton are seeing how much money they can steal from their drivers by withholding money for health and welfare from drivers' checks if they are "unavailable for work" any day. So far all grievances on this have been won. But we wonder how many people have lost money because they've lost faith in our grievance machinery.

Word is that Brada Miller's company-owned van trailers are not faring well on the road, since the company threatened to cut their drivers trailer leases if they didn't accept a cut rate deal. These trailers seem to have a lot of trouble with tarps that won't stay on, tires that won't stay up and wheel bearings that won't keep rolling. There must be a lesson here somewhere.

Will Branch be the next to hit trailer leases? We hear of a notice up at Branch terminals threatening to eliminate trailer leases over the next seven months. In other areas companies have been using the threat of trailer lease cancellations to force owner operators to accept a 3% cut in their percentage.

Unfortunately, the Union has been slow to act on this matter. For weeks there have been rumors of a meeting set for Nov. 7 between Robert Cassidy, head of Canton Local 92, Don Sawocha of Gary Local 142 and Roy Williams, International VP in charge of Special Commodities and Iron and Steel. Unfortunately, this meeting has been postponed, even though this matter is crucial.

There is no excuse for the Union's continued footdragging.

Deregulation in Detroit

Deregulation is not confined to Washington. The various state legislatures and state regulatory agencies are also making moves that could threaten jobs, safety, and even unionism itself.

Right now, in Michigan, the Public Service Commission (MPSC) is considering deregulating the Detroit commercial zone. This move could most immediately threaten the jobs of some 500 local cartage steelhaulers.

On October 26, the MPSC held public hearings in Detroit. Russ Vanderzeil of Local 124 testified, going to the heart of the issue when he asked:

"What effect would deregulation have on the truck driver, his wages, job security, health and welfare and pension?"

"(What effect on) The owner operator, his wages, job security, health and welfare, and pension, and his ability to buy and properly insure and maintain his equipment?"

"(What effect on) The safety of the general public and the rate of unemployment and our economy in general?"

These are questions which are not asked by the pro-deregulation forces. They must be asked—and asked by the drivers who are affected by deregulation.

Several Teamsters from Redway Cartage attended the hearings in Detroit. But it would have been far better if the Commissioners had found hundreds of Teamsters picketing the hearings and lining up to testify. On a local and state level, and even on a national level, this is the kind of action that will be needed to stop the attack on our jobs and our union.



Santa Claus says "Give a TDU vest or jacket for Christmas." More fun than a microwave oven and just as warm. On the picket line, on those cold loading docks, or between your truck and that cup of coffee, TDU vests and jackets will keep you warm and carry the message. The perfect gift for your rank and file buddies or the family. Or buy one for your favorite BA. Order yours today and avoid the rush!

Fleece Lined Jackets	\$18.00
Quilted Vests	\$18.00
Unlined Jackets	\$12.50

I am enclosing \$..... for the following items:

..... Vest(s) Jacket(s): ☐ small ☐ large ☐ X-large
☐ XXlarge TDU patches: ☐ large, \$2 ☐ small, \$1.50

(Mail orders add \$2.00 for postage and handling)

Send your order to: TDU, P.O. Box 10128, Detroit MI 48210

UPS lies, dictates days off

by John Braxton
Local 623

Personal days, as everyone knows, are the times when we need a day off work to do something important in our lives. Naturally, we want to take them when we most need them; to get some work done around the house, to be with our families when the tension builds up, or just an occasional day off to stay sane.

UPS in Philadelphia doesn't see it that way. Through a series of devious tactics, the company is trying to get people to take their personals all in one week. This means that, as one UPSer said "You have to have everything personal happen in one week, and it better be the week where your seniority number says you can have it."

Early last July, right before Philadelphia Local 623 was going to vote on the UPS national contract, Philadelphia UPS proposed that they take away the Columbus day triple time pay, in exchange for moving up the extra sick and personal days from the second year of the contract to the first. This would make five personal days each year, which would have to be taken together. Over three years the net effect would be a gain of two days off, but a loss of four days pay.

To convince Local 623 Secretary-Treasurer Bill Cooke to sign, UPS



UPS workers met at the Rank & File Convention and drew up their own resolution for exploring unity with other rank and file UPS groups.

lied, saying that all the other locals in Greater Philadelphia UPS were accepting the deal. Cooke signed the agreement without consulting the membership, even though the contract meeting was only one day away. Actually, all but one of the other area locals had agreed to put the deal to a membership vote, rather than sign it. The membership of 623 was furious, and forced a special vote, which rejected the company plan by more than three to one. Each of the other locals also joined the unified rejection of the company deal by voting it down.

UPS claimed that since Cooke had signed the agreement, it was binding. Local 623 filed suit in federal court, where UPS admitted that it had lied to Cooke in saying that the other Locals had agreed to

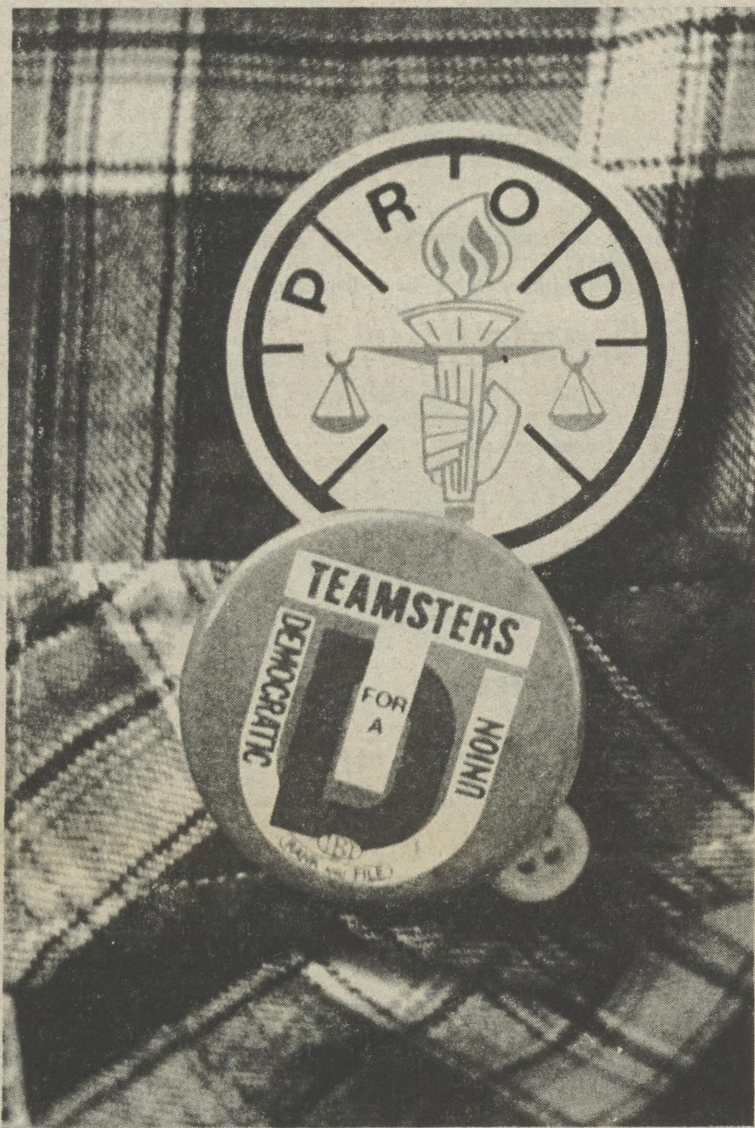
the plan. The court, however, ruled that the dispute had to go through the grievance procedure.

The grievance procedure takes months, and is stacked against us. Meanwhile, we aren't getting the personals we deserve, but UPS is happy.

The International has taken over the negotiations but has sent no word on what, if anything, is happening. The leadership of 623 is instructing its membership not to take the personal week, and to file a grievance if personals are denied or not paid for. This is a good action, but what we need is the Local Right to Strike over issues like this. To get this we need to make some big changes in the International Brotherhood of Teamsters.

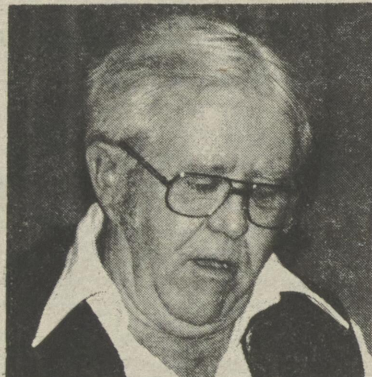
Convention charts year of organizing and growth

Rank & File in Motion



'Our Time Will Come... And We Must Be Prepared'

[The following are excerpts from the keynote speech at the Rank & File Convention delivered by Bill Slater, vice president of Local 468.]



"There is nothing so constant as change, and you may rest assured that if we do our job right, our time will come, and when it does, we must be prepared to make those necessary and basic changes in our International Union Constitution that will insure that never again will one man be able to so dominate our Union. To insure that local unions will never again become fiefdoms for unscrupulous men, to guarantee that every union official shall be elected by a majority of the rank and file, that all contracts shall

be accepted or rejected by the majority rule, fifty percent plus one.

We will guarantee that every member shall have just and prompt treatment through the grievance procedure, and that all contracts agreed to shall be adhered to. There will be no secretly going behind the members' backs and making sweetheart agreements. It will be stated loud and clear that we shall have the right to place rank and file members on the various health and welfare and pension trustee boards. It shall be further stated that we shall be given back the only weapon we have—the right to strike. In order to make these and other changes, we must prepare ourselves....

My friends, it is my ardent hope that when the events of our day are put to paper, and although it may only be a footnote on the back pages of that history book, it will stand out like a whale in a bath tub, that here this band of dissident Teamsters tenaciously hung on and fought for what is right. They insisted that their Union live by the democratic process and they told the employer, "No, we will not be your automated robots—we are free human spirits and we demand that we be treated as such."

The 1979 Rank and File Convention brought together Teamsters from over 30 states. Road Drivers, Carhauleders, Production Workers, Steelhaulers, Grocery, Warehouse, and Cannery Workers—they were all there, coming from locals from Alaska to Florida.

The Convention saw the unity of PROD and TDU, the election of a new International Steering Committee, and the drafting of a new Constitution for our united organization.

We planned our course for the years ahead, from the 1981 Teamsters Convention to strengthening our local and regional leadership. The Convention workshops and speeches were a big part of that process, building rank and file leaders from every section of our union.

Here are a few of the highlights of the Convention, a meeting of rank and file Teamsters which will keep the TDU rolling on until the next time we all get together...at the 1980 Rank and File Convention!



New Leadership For Coming Year

For the next year, 22 men and women will be serving as the elected Steering Committee for the TDU. Eleven were recently elected by the PROD organization, and 11 were elected at the Rank and File Convention.

Pictured here are, standing (from left to right): Frank Greco, New Jersey Local 478, driver for C-F, and TDU Co-chair; Gary LaFlame, Flint Local 332, Boutell driver, and CCC Vice-chairman; Bilal Chaka, Long Beach Local 692, Yellow Freight dockworker and Southern California TDU activist; Pete Camarata, Detroit Local 299 and Rank & File candidate for IBT General President; Bill Slater, Oakland Local 468 Vice President, Insured Transport; Mel Packer, Pittsburgh Local 800 steelhauler, and founding member of TDU; Gary Kuhn, Toledo Local 20, Interstate driver and TDU Trustee; Eileen Janadia, wife of Local 337 grocery driver and TDU Trustee; Pleasant Stephens, Chicago Local 710 carhauler and TDU Trustee; Denise Gillespie, New Jersey Local 676, works for CBS Records; Paul Poulos, Miami Local 390 and former PROD organizer.

Seated (left to right): John Torbet, Oakland Local 468 Recording Secretary and line haul driver; Ted Katsaros, New York City Local 282, construction driver and TDU Co-chair; Ken Paff, Cleveland Local 407 freight driver and for the past year the TDU Organizer; Doug Allan, Los Angeles Local 208 driver and TDU Co-chair.

Also on the Committee but not pictured are: Ray Kuszelewski, Toronto Local 938 and TDU Trustee; John Gomez, California Local 70; Clyde Johnson, Atlanta Local 528; Marv Kaylor, California Local 70; Lincoln Merrill, Winston-Salem Local 391; Bill Steinberg, Florida Local 390; Hugh Thompson, St. Louis Local 600.

There were 19 nominations at the Convention for 11 seats. Each and every one nominated is a dedicated TDU-builder and most are helping to lead chapters in their areas.

Elected as Co-chairs were Doug Allan, Pete Camarata, Frank Greco, and Ted Katsaros. Ken Paff was again elected as TDU Organizer.

CONVENTION PLEDGES BACKING FOR "SECOND CLASS TEAMSTERS" Cannery Workers Committee: Ten Years

The 1979 Convention took a hard look at the way in which Teamsters outside of the trucking and freight



David Fuentes

industry are treated. It was resolved that it is time to put an end to the sub-standard agreements, and to the "second class" status which is pinned on Teamsters in factories and shops. It was noted that many of these sections of our union are predominantly made up of minorities and women, who are kept in this "second class" position through discrimination.

In line with the Convention's resolve to abolish such discrimination and build equality among Teamsters, we heard an address from Brothers David Fuentes and Mike Johnston of the Cannery Workers Committee from California. Brother Fuentes addressed the Convention in Spanish. He was followed by Brother Johnston who

spoke in English. Here are some of the highlights of their address:

"The Cannery Workers Committee was formed in 1969 by a small group of Mexican members of Local 679. During the peak season our local has between 12,000 and 15,000 workers, all in food processing plants. The majority of our members do not speak English, but all of the contracts, bylaws meetings, all of the union business goes on only in English....

"Responding to these conditions, the committee developed three main goals... 1) to defend the rights of women and minorities and fight for affirmative action; 2) to fight for the equality of languages within the union; and 3) to fight for democracy

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TDU Co-chairmen Doug Allan and Pete Camarata share congratulations with National PROD Chairman Ted Katsaros following the vote to merge the two organizations.



Camarata-Vlahovic Campaign Targets '81 Teamster Convention

"By the 1981 (IBT) Convention, the voice of the rank and file will not be a lone voice, but an organized force."

This commitment to changing the "business as usual" at IBT Conventions was part of a resolution passed at the only Teamster Convention held for the rank and file—this year's fourth annual Rank & File Convention.

Past IBT Conventions have seen our top officers run unopposed by

rank and file candidates. Their incredibly high salaries get rubber stamp increases and our Constitution is changed to increase their dictatorship over us.

But those days are in the past. Pete Camarata and Jack Vlahovic, two proven rank and file fighters, will be challenging Fitz and Schoessling for the top spots in our union. Unlike 1976, when Pete Camarata's voice for the rank and file was alone, the 1981 Convention will see more

delegates putting forward changes in our Constitution that represent the wishes of the membership.

"By effective rank and file action at the local level," the resolution continues, "we are confident we can force the Convention to face issues which are supported by the vast majority of the members of this Union—majority rule on contracts, membership vote on International officers and the right to vote on the supplements to our contracts."

Over the next year, TDU will be organizing around these issues with an eye towards 1981. The Camarata-Vlahovic campaign isn't simply two good fighters opposing two bureaucrats who need to be swept aside. The campaign will need the involvement of as many rank and file Teamsters as possible around the issues.

We may not win at the 1981 Teamster Convention, but we expect to make it a hell of a good fight, the first such fight in the modern history of the Teamsters Union. It will stand as a landmark on the road to reform our union.

Workshops Stress Skill Development

The Rank and File Convention was filled with workshops aimed at improving the leadership skills of TDU members. The sessions were led by rank and file TDU leaders as well as by labor educators and attorneys. Whether the problem is the Union, the Company, or both, TDU members learned how to respond powerfully and effectively to the situation.

Members learned how to file a grievance, what to write, what not to write, and when to write it. They

learned how to draw up internal union charges against officers, BA's and stewards. They learned how to draw up their cases, document their facts, and prepare their witnesses. They learned how to "push" the grievance procedure with direct action. They learned when it is a good idea to seek legal advice and when a lawyer is an unnecessary expense.

The workshops also featured training sessions on how to deal with the tricks and traps in the internal

structure of the I.B.T. There was a session explaining the International Constitution, the way in which power is organized in the union and how it is robbed from the rank and file.

There was also a session on how to fight at union meetings against this undemocratic structure. Members learned how to use the rules of parliamentary procedure for the rank and file—and not let the officials railroad meetings, using the procedure *against* you. Ways of more effectively organizing *before* the meeting, mobilizing the members of your local for important bylaws changes or contract votes, were discussed to help TDU members when they returned to their local chapters.

And since local chapter building is where the heart of the action is going to be in the next year, there were two sessions on how to develop your chapter into a powerful force in your local. The sessions covered everything from how to start and develop a local rank and file paper, how to raise money and how to run meetings.

To help build local chapters TDU

has made sure that the training and education did not end at the Convention. We plan to bring these sorts of workshops to local chapters throughout the U.S. and Canada, with the Regional Training Conferences. Conferences have already been held in Janesville, St. Louis, Hartford, Pontiac, and other areas. They are being planned now for future dates—contact the TDU office if you think you might want to hold one in your area.

Constitutional Amendments Pass Convention Sets \$15 Dues

There were various dues proposals debated at the recent Convention. Due to inflation, as well as the increased activities, organizing, staffing, and legal work of the new organization, the urgent need for expanding our funding was discussed.

Dues were finally voted to be \$15.00, with an option suggesting a \$25.00 yearly rate for those Teamsters who can afford it. Dues will be only \$10 for spouses, retirees, and for those Teamsters who gross under \$10,000 per year. For each \$25.00 membership received, \$5.00 will go to the local chapter involved.

PROD members have been paying \$25.00 dues, and TDU members only \$10.00. Now the dues will be \$25.00 for all those who choose to make that contribution and \$15.00 otherwise.

To continue to grow in strength we need members and we need financial backing. This dues schedule was passed overwhelmingly in hopes of maximizing our recruiting drives. Now it's up to all of us to bring in the members...and the funds we need to achieve real victories.

★ ★ ★

A second major discussion at the Convention centered on CONVOY DISPATCH. All agreed it is one of our best organizing tools. By providing useful information and ideas to rank and file Teamsters, it helps

to "arm us with knowledge." By showing successful organizing it encourages others to shake off their apathy and discouragement. Making CONVOY DISPATCH even better and more useful is a big goal for 1980.

An Editorial Board for the paper was established by the Convention. The aim is to involve more people, chapters and jurisdictions within TDU in the process of putting out the paper. We want to gain more input, reach more people and overall produce a more comprehensive, dynamic and exciting paper for the rank and file.

Two proposals were debated on the floor, with several speakers commenting on the advantages of each. The Convention decided to form an Editorial Board which will include the people who work directly on producing the paper, as well as correspondents chosen by various jurisdictional groups and other interested members.

But you don't have to be on any committee to give input. We welcome your comments and suggestions, and most especially we need stories of the organizing and struggles going on at your workplace.

The International Steering Committee will finalize the structure and personnel for the Editorial Board at its December meeting.



Convention workshops aimed at improving leadership skills.

n Years of Organizing

in the union...

"We have fought three major election battles in our local, winning a little more and learning a little more each time..."

"While we have not yet succeeded in taking control of our local we did get two out of three business agents, one trustee, and three out of ten members on the advisory board. Now we know that just electing a group of good leaders isn't the answer. We are working to develop and maintain a strong rank and file organization to support them and if necessary to replace them..."

"It is our hope that all Teamsters will be able to learn together how to move forward in our battle to make our union truly democratic and one the members really control!"



Teamster production workers met during the Convention.

GM Shifts Could Force Thousands to Move

Shifts in West Threaten Job Security

Details are now emerging on a massive shift of carriers and traffic ordered by General Motors, by far the largest carhaul shipper. In a nutshell, GM has apparently decided to have only one carrier per city west of the Mississippi.

GM's shift in assignments of traffic will affect a number of cities and reportedly will go into effect between March and August of next year. While all the pieces are not official yet, the jigsaw puzzle looks

like this:

All GM traffic in California will reportedly go to PMT. Commercial Carriers Inc. (CCI) will lose its West Coast GM business. In Northern California, Insured Transport will lose the pickups it hauls both out of the Fremont plant and off the rail.

CCI will pick up the railheads in Denver and Salt Lake City, which are now covered by Jack Cooper.

Cooper will lose the railhead in Oklahoma City which United Transport will add to its operation covering traffic out of the new plant there.

In exchange, Cooper will pick up the Kansas City, Kansas Buick-Olds-Pontiac plant which is now covered by about 200 United drivers. Cooper already covers the Kansas City, Missouri Chevy plant.

There has not yet been any indication of changes affecting traffic out of St. Louis—now covered by Complete and United—or out of the new Shreveport GM plant.

This change will affect many many Teamsters. Whatever the outcome, we deserve to have full and complete information. Unfortunately, we cannot expect our companies or Union to give us even



that small courtesy. **Convoy Dispatch** will continue to print the most complete information we have available. You can help by letting us know of any new developments.

"Communication" or Propaganda?

by Gary LaFlame
Local 332

Recently the carhaul carriers have produced their own answer to **CONVOY**—the "Automobile Transporter" which they anonymously distribute to carhauleders.

The real reason for the Auto Transporter is not to be a "communication link between the industry and you." It is a subtle and they hope effective way of conditioning you to seeing things their way—and their way is higher profits at your expense. Conditioning is the key word. Think back to the coffee shortage a few years ago. Many months before prices rose we were told what would happen. Much anger was expressed. By the time the prices started to rise, we had already gotten our anger out. We were ready to accept their terms without serious complaint. We were conditioned. Today wholesale coffee prices have dropped, but do you know of a truckstop that has lowered its price for a cup?

Apply this deliberate tactic to the automobile transport industry and more specifically to the Automobile Transporter. We carhauleders are being conditioned by manipulated statistics, semi-accurate informa-



Gary LaFlame

tion, and fear. They want you not to resist when your standard of living is lowered and their profits are raised. In this downturn of the economy a great number of cut-rate deals will spring up. Many carhauleders will be conditioned to accept them. Beware—think for yourself.

The people behind the "Automobile Transporter" were not hired to look out for you. They are out to get the maximum utilization of your body and time with the minimum of overhead. Industrial psychology is big business.

Tell them to stick their beans (coffee beans) up their ass.

Note: My name appears here and TDU's address is in the paper. Why must the "Automobile Transporter" be anonymous?

SIX WAY SPLIT

The job of this column is to let you know what's happening around the country. There's only one place we get that info - from you. Write us a letter about what's going on at your terminal or give us a call from home or when you're in Detroit. (313-842-2600). Send grievances, panel decisions, company memos. We'll squeeze as much as we can in the paper and what's left over will still help the Carhauleders Coordinating Committee keep bringing you the big picture that we need to defend our jobs and incomes.

"Nickel off" cut rates will be phased out according to a decision from the nat'l grievance panel held in October in La Costa. Minutes of the panel were not released as we go to press, but it is known that the deals will change to a 4c reduction soon and to a 3c cut later in 1980. They will reportedly be back to full rate drivers pay by the end of this contract. The companies with these deals topped the list in profits and operating ratios. They don't need a "phase out". The deals should be "kicked out" now.

Frame-up discharges for "stealing time" are a common abuse of the freight contract. We shouldn't let them get started in carhaul. Richard Beatty, an E&L Dearborn driver, had pay coming for shop delays. Despite many tries the shop

could not locate records showing when his truck was out of the shop. So Beatty estimated three hours. Instead of correcting his pay claim as usual in contested cases, E&L went ahead and paid. They then fired him for "stealing" since the lost records magically disappeared and supposedly show he was owed 2 1/4 hours instead of 3. Typical harassment you might say. But the shocking fact is that one Union member of the Michigan (tri-city) grievance panel agreed with the company members — the firing was upheld. The case is now before the Labor Board. There is a strange "bright" spot in this story — the startling frankness of Local 299 BA Tom Dedy. When he was asked how any Union rep could vote to uphold this discharge, Dedy proceeded to explain how a BA could vote for the firing. He blamed the man - not the rotten, Russian roulette grievance procedure which allows injustice.

Drivers at Dealers Transport in Louisville are suffering a common malady of slow times - managers with nothing to do but write reprimands. Personnel man, Gerry Witkowski, who came to Dealers from ATI in Wayne, recently wrote 150 reprimands in one day, with 10 for one man. This gung ho effort did not keep Witkowski's job at ATI. We will warn our readers of his

Changes are coming in the car hauling industry. They are happening now, and there is no stopping them. But they can come down in two ways. They can be accomplished with a minimum of disruption and damage to rank and file Teamsters, on whose backs and labor this industry has been built. Or they can be rammed through in a way that needlessly disrupts thousands of lives.

Because of these changes in the industry and in government regulations, the ordinary job security provisions of our contract do not provide adequate protection (if they ever did). The contract should be reopened immediately to provide added protection.

WHAT'S THE PROBLEM?

Under our existing contract our job security is explicitly protected only if there is: a) a purchase of equipment; b) a change of operations within the same company; or c) one company buys the rights of another.

Little, if any, purchase of equipment is likely to be involved in the current situation. New companies are taking over the hauls of other companies, so there is no "change of operation" and therefore no

question of "following the work" within one's present company. Finally, a new ICC procedure allows a company to get running rights without buying them, making our current contract protection completely useless.

The result: there will be chaos and the serious disruption of the lives of over 1,000 union employees and their families.

The only protection people will have is to transfer to another terminal within their present company (if they are hiring) before anyone is hired off the street. For example, CCI drivers could chase the jobs to Salt Lake and Denver while Cooper drivers move to Kansas City and United drivers move to Oklahoma City.

This will require long and costly moves and the purchase of new homes at the current 15% interest rates. If people hire in at the company taking over their business they will lose their seniority rights and benefits. Older drivers may be weeded out for "physical" reasons to avoid paying high vacations. This would clearly be an injustice.

WHAT CAN BE DONE?

This is one time when the "flexibility" clause in the seniority

Jim Carothers, Chairman

Gary LaFlame, Vice Chairman

Steve Kindred, Convoy Coordinator

than a few who stick up for their rights. Hopefully, this course, at company expense, will produce even more effective rank and file leadership to stop management's constant contract abuses.

Will running mile pay creep east.

It will if a rumored run between LA and the new Oklahoma City GM plant goes through. The word is the loads will be relayed from LA thru Phoenix, El Paso, Amarillo and OK City and back. Rumor says they'll be slip-seat, at least from Phoenix east, & pay by the running mile.

Anchor Lordstown elected a new steward and committee Nov. 4. The terminal has been "represented" on and off in the past by Cleve Worley. New stewards have been voted in before as a result of dissatisfaction with his performance. Previously he had stepped back into the job after militant stewards got fed up with company harassment and union inaction. This time history was not repeated. Worley got 25 votes out of over 100. Driver Bud Hahn got 75 votes. Lordstown is the largest terminal - with the most dictatorial management. Last June Lordstown drivers stuck together in a magnificent show of courage and determination in their 2 week protest shut-down. That determined solidarity reminded management who does

provision of our contract (Article 5, Section 4) can be used to serve common sense and justice.

Since no significant change of traffic is involved, the Union should demand that all union employees at all terminals carry their full seniority into whatever operation takes over the traffic they have been moving.

This arrangement will prevent drivers from being forced to move or start out again at the bottom. No employees currently working will be laid off. True, some drivers now on layoff would not have the chance to move into the new operations ahead of those currently working. But all drivers, young and old, would benefit from this increased protection of their seniority rights.

Not everyone will be happy with this arrangement. But it seems clear this would be a common sense procedure which will protect the seniority of the largest number of workers and prevent a huge and needless disruption.

Note: This article was written by Steve Kindred, Convoy Dispatch coordinator, in consultation with carhauleders at affected terminals. This not an official CCC or TDU position. Your comments are welcome and appreciated.

the work and makes their money. That is what can make Anchor treat its workers like people instead of machines and can make Local 377 give these members the backing they need, deserve and pay for.

Election time in Detroit Local 299 brings the strangest sights. Thursday Nov. 1, a horde of 299 officers and BA's met with E&L management over the company's flagrant abuse on delay time, back pay and grievances. One E&L driver wrote, "I think this show of force by the Union was to counteract the TDU Convention on November 2-4, not because the brotherhood really cared too much."

Illegal backhauls from terminals with layoffs will start with just a few "exceptions" to get people used to it and then they'll grow. Detroit CCI keeps trying to give out backhauls to California drivers, even though there is no "approved competitive backhaul" as the contract requires and there are many Detroit drivers with over 2 years laid off. Two grievances filed on these will provide a welcome supplement to the unemployment compensation of the most senior laid off driver and will hopefully teach both management and the union we're not going to let them bash new holes in our contract just because times are slow.

Jacksonville Carhaul Representation Collapses

Carhaulers in Jacksonville, Florida are asking what happened to the persons the rank and file worked so hard to put into office. Numerous calls to the TDU office indicate many serious problems there. Rank and filers might even be tempted to feel they were better off before, except that former carhaul BA Clyde Carpenter provides a constant reminder of the old regime.

Carpenter is now terminal manager at Dixie Transport, which employs 118 owner operators hauling imports. He's using all his knowledge and contacts to ram holes in the contract. According to all reports he is having a "field day" and running circles around Local 512's officials.

DIXIE TRANSPORT

There is a particular problem at Dixie Transport since many of its drivers became Teamsters only last year when non-union Florida Transport was bought out by Dixie. Their experience with Teamsters representation has been very bad and can only hurt future union organizing efforts in the south.

The two companies' seniority lists were merged on an unequal basis. The grievance filed on this was delayed by the Union and then declared "too late" by the Grievance Panel. Carpenter is using completely phony discharges, which are later settled with no back pay, to intimidate people who stand up for their rights. The company is requiring the owner operators to get changes in their head racks and then causing delays up to six weeks in getting the work done. And then turn around and charge people with delay of load at the same time they log 70 hours in eight days.

MOTOR CONVOY

A similar story comes from Motor Convoy drivers, who recently had 90 grievances filed and won zero. Despite a notice from the Local saying they were lost at the panel, there is much doubt that they ever got there. The large number of grievances comes from the high level of contract abuse by the company, which is trying to impose its own work rules. Like Dixie, Motor Convoy is using our rotten grievance procedure to harass and intimidate drivers, with particular emphasis on older drivers who draw big vacations. One

driver was fired for buying too much fuel on the road, even though his fuel gauge was broken. It took five months to get his job back—with no pay and "lifetime probation." Other drivers have been given simultaneous reprimands for delay of equipment and for logging over 70 hours.

Much interest has been expressed in a meeting for the Jacksonville area and one is being set up. Watch here for details and for more news from the South—if you send it.

Byrne juggles Car Carriers & Clark

James Byrne, owner of both Car Carriers, Inc. and of Clark Transport in Chicago, has come up with another twist on juggling traffic and evading our contract. Until the recent moves, Clark was a smaller company hauling imports. Car Carriers was larger, hauling Fords out of the Chicago assembly plant.

Earlier this year, Ford OKed a transfer of Car Carriers' premium traffic to Clark—export T-Birds which go to Canada via Detroit. As the economy slowed down, this left Car Carrier drivers either laid off or hauling the shorter, less attractive loads. Despite these layoffs, Clark has hired people to try to cover the new traffic, but still can't keep up. So Car Carriers drivers have been forced to trip lease to Clark to help cover Clark's increased business. They are hauling the same traffic for the same owner, but have to pick from the bottom of Clark's board, thereby losing their seniority rights, or they are on layoff.

This latest wrinkle is even more ridiculous. Now road drivers with up to 25 years at Car Carriers have been forced to pick bad "paired" loads—a short load of Fords plus a "rush" short load of Clark's imports. Meanwhile, newer drivers at Clark are hauling the old premium Ford traffic.

Even though Car Carriers and Clark are technically separate companies with the same owner, it is obvious that James Byrne is operating these two companies in collusion in order to violate the seniority of the drivers at Car Carriers, without whom he wouldn't be a millionaire in the first place.

Detroit UPS: a downer

Earlier this fall, drivers at Detroit's Cicotte terminal were hit by 33 robberies. The company loaned a truck and uniforms to the Police Department. Instead of using them to catch the robbers, the police used the van and uniforms to get in close for a dope raid. Not surprisingly, this has not made UPS uniforms a popular sight in certain neighborhoods.

UPS took steps to protect its money by installing safes in some trucks. But they refused to publicize the fact, so the safes may endanger drivers even more by angering a frustrated robber. The signs announcing the safes are barely visible in the daytime, and are useless at night.

Normally this is the worst time of year for UPS drivers, with worsening weather and an increasing load of holiday deliveries. To compound

the problem, UPS has switched to a new "loop system" of routing designed to squeeze the maximum out of each driver. Also, the new "preloaded" trucks mean less driver control over the job.

All of this merely means that UPS's normal intolerable pressure for production has gotten worse. There is no way their production standards can be met and their hundreds of paperwork requirements fulfilled. So drivers are between a rock and a hard place—forced to cut corners to make production, praying the company won't harass them by checking their paperwork too closely.

Firm action by the Union backing up UPS workers would clearly remind UPS that no one but Teamsters do any work at UPS. But there is little sign of such action from Local 243.

Regional unity needed for future

LA Grocery Pact Squeaks Thru

On November 3, Los Angeles locals rejected the Southern California Grocery Contract. Their vote, however, was undercut by the returns from the outlying areas throughout Southern California where there was little rank and file organization. As a result the contract was narrowly approved—by only a 31 vote margin out of some 10,000 Teamsters.

The force behind the vote in L.A. was TDU's efforts to inform the rank and file about the issues at stake in the contract. This paid off in the larger locals, especially Local 595, where the warehouse workers voted 88% against the proposed contract.

The TDU had put out flyers that went beyond the monetary issues. The point that was hammered home time and again was the invasion of productivity plans and the need to curtail them.

Productivity plans are already in effect at Safeway, Certified Gro-

cers, Thrifty Mart, and Ralph's, among others. Injuries have increased as a result of the pressure to keep up with the "minute" systems. Companies have gone so far as to discipline some workers for injuries that have resulted from this speed up.

The contract contained no improvement on productivity language. Groceries that do not currently have productivity plans will most likely be instituting them shortly. Productivity was seen by many to be the biggest issue at stake in this contract, and the union took this defeat without a whimper—much less a fight.

Also at stake was the need to improve the current inadequate Cost of Living (COL). Southern California grocery workers have a .5 COL clause. This means that you get 1c per hour wage increase for every .5 rise in the Consumer Price Index (CPI). This is much worse than the COL clause in the Freight

Contract. Workers in freight get 1c per hour wage increase for every .3 rise in the CPI. So for every percentage point jump in the inflation rate, grocery workers will get only a 2c raise, while workers in freight will get more than a 3c per hour increase.

To make matters worse, the Grocery negotiators accepted what they have called a "3 point corridor". This means that on top of the weak COL formula, a full 3 points are lopped off the CPI before any calculations take place.

In short, the negotiators kept the old COL formula as it stood. But inflation won't stand still, and neither will management; and grocery workers will be running faster and working harder for less money over the life of the next contract. It will take a wider network of TDU members not only in L.A., but throughout Southern California to make sure that this sort of threadbare contract can't be 'sold' in 1982.



Officials Allow Kroger COL Gap

by David Iho
Local 337

After the current round of negotiations of local Kroger agreements, the Detroit division is again the only one in the Kroger system to have an unlimited cost of living clause in their contract. The other Kroger divisions started falling behind Detroit six years ago when Detroit negotiated their first unlimited COLA.

This difference between contracts and wage rates is creating a problem for Kroger employees that our International Union is either ignoring or refusing to correct. If no one takes action soon the problem is sure to get much worse.

More than six years ago when all Kroger division pay scales were approximately the same, there was no incentive for the Company to transfer work and play one division against another. Detroit and Grand Rapids divisions, for instance, shared the interbranch loads between them and each division delivered the stores that were closest to it.

Now, Grand Rapids pulls all of the interbranch loads between Grand Rapids and Detroit. While new hires work at Kroger in Grand Rapids, there are Brother Teamsters with over 10 years seniority laid off in Detroit.

Kroger is one of the country's most profitable grocery chains. Even so, if it is forcing us to choose between contracts that fall further behind freight, as our wages are

eaten up by a capped cost of living clause, or getting a better contract only to risk having our work shifted to a division with inferior conditions. By allowing these differences to exist between the divisions, our union is playing right into the company's hands.

During the Kroger negotiations last spring, Bobby Holmes and Sam Smith made no effort to solve the problem. Our International Union should have had a national strategy in negotiating with all Kroger divisions. It should have brought Kroger employees up to

the highest pay scale, including unlimited cost of living. It should have prohibited transfer of store deliveries from one division to another and have split all interbranch loads on a 50-50 basis. Our International Union could have negotiated all of this in the Kroger master agreement this spring and it would have solved our problem.

With the union leaderships many years of experience, the membership would expect some common sense trade unionism from its leaders. If they are not fools, one wonders what the hell they are.

DRIVER ACTION STOPS TANKER LEASING RIPOFF

When Union Carbide decided to replace Chemical Leaman as their hauler in Detroit, they brought in Ryder Special Commodities. Ryder began taking applications and asked for lie detector tests. The drivers protested and said Ryder should take all personnel—seniority, benefits and all. Ryder then tried an end run to get cheaper labor. They announced that drivers would be supplied by a "driver leasing" firm, Transportation Unlimited.

During this time the drivers could get no clear answer as to what their rights, benefits or pay would be. When they asked for a meeting, Local 283 Vice President Phil Ferretti said there was no point in meeting.

Coy Gastineau, the drivers steward, saw that time was crucial and called Joint Council 43 to find out how some answers and some action could be gotten.

Many Teamsters have been badly burned by driver leasing schemes which evade the contract. Gastineau and the drivers are to be congratulated for sticking together and taking quick action. Transportation Unlimited has now announced that all drivers will be taken on with full seniority.

These schemes have been the cover for corruption and abuse in other areas. Our rights should be contractually protected no matter who the employer. If you face a driver leasing scheme, don't wait and hope. Think and act.



Constitution

Adopted by the
Las Vegas, Nevada Convention
April 14-17, 1978

CHANGE IT! by Doug Allan

Do We Have a Dictatorship?

A dictatorship is where one person has absolute authority to control others.

Let's take a look at a few of the provisions in the IBT Constitution that give the General President various powers. It is the sum total of these articles, and how they are used, that causes TDU to state that we have what amounts to a dictatorship in our union.

Read For Yourself

There are 26 articles in the Constitution, and many of them are devoted to giving the General President powers that no one person should have. We don't have the space here to go into all of them, but you could look up a few of them and read for yourself. You might want to look at: Art. III, Sec. 9(a); Art. IV, Sec. 2(b); Art. VI, Sec. 1(d)(e)(f)(g); Art. VI, Sec. 2(b); Art. VI, Sec. 4(a); Art. VI, Sec. 6; Art. VI, Sec. 9; Art. XVI, Sec. 5; Art. XIX, Sec. 9(a); and Art. XIX, Sec. 10(a)(b).

One of the articles we will take the space to quote from directly is Article V, Section 1. It gives the General President the following three, key powers:

"(d) General Organizers shall be appointed by the General President and while working under his orders shall receive a sum fixed by the General President, which sum as

approved by the 1971 Convention was not to exceed thirty thousand (\$30,000) per year and shall be increased as specified in subsection (a) of this Article, and may be further adjusted as determined by the General President.

(Fitz's favorite "General Organizer" is of course his son, Dickie Fitzsimmons, who was indicted two months ago on 88 counts of taking payoffs from employers.)

"(f) The salaries, allowances, and expenses of the International Directors of the Area Conferences shall be determined by the General President.

"(g) The General President may also appoint International Representatives who shall be assigned such duties and receive such salaries as he may determine." (Almost all members of the General Executive Board hold the title—and salary—of 'International Representative,' a job with no set responsibilities whatsoever!)

So add it up. Fitz controls the General Organizers. He controls the Area Conferences. He controls the General Executive Board. They are all beholden to him for the salaries he hands out to them. He alone pays the piper—and you can bet they're singing his tune. "Do we have a Dictatorship?" The answer should be pretty clear.

Wives in Action

Rent "TDU Wives Help Build the Reform Movement" Slideshow with Text for \$10.00

- Will help old and new chapters around the country appreciate the talent and energy wives have brought to reforming our union.
- See and discuss the role Teamster wives have played in the formative years of TDU's history.
- A clear demonstration of the many ways our movement is strengthened by the participation of wives.

To reserve call or write the TDU office.

At this year's convention the Wives' Workshop saw a slideshow entitled, "TDU Wives Help Build the Reform Movement." From the early days of organizing around the Teamsters National Master Freight Contract in 1976 when TDU got its start, wives of Teamsters have been active in the rank and file movement. Wives who have been with TDU almost since its inception, wives new to the movement, and a couple of husbands discussed the many ways wives could help build the movement to fight for decent jobs and safe working conditions which affect the entire family.

The slides showed women picketing at grievance hearings, testifying at a Department of Transportation Hearing on hours of service for

road drivers, helping with newsletters, attending TDU picnics, serving on the International Steering Committee, and doing many of the other important and vital things that need to be done to keep the reform movement in different parts of the country alive and effective.

The wife of a carhauler from Flint whose first TDU meeting was the convention and who attended the wives workshop asked, "I delivered my husband's CONVOYS to different terminals on his regular monthly route when he was in the hospital. Does this count as being involved?" Everyone assured her that this is exactly what is meant by involvement—that and many other things, too.

The slide show depicts the wide range of activities wives have participated in, from attending, planning, or leading events, to helping put out a rank and file paper, making banners, or serving on a chapter steering committee. Many women Teamsters, shown in the slide show, have played an important role in encouraging wives' participation in TDU. Without their support and the support of many men in TDU, we would not see the outstanding participation that we do. The contribution of wives has made the Teamster reform movement twice as strong and has insured twice as much staying power.

The workshop's resolution on increasing the involvement of wives in TDU was passed unanimously by the Convention, and will be discussed soon by the Steering Committee.

TDU Meetings

B.C.-Yukon TDU
Thursday, Dec. 6, 7:30 pm
Coach House Motor Hotel

Buffalo TDU
Sunday, Nov. 18, 1:30 pm
Polish Falcon Club
445 Columbia Ave., Depew
Convention Report

Eastern PA TDU
Saturday, Nov. 17, 4 pm
Holiday Inn, Bartonsville

Hagerstown TDU
Tuesday, Nov. 20, 7 pm
American Legion Post 42
Northern Ave. Hagerstown

Harrisburg TDU
Sunday, Nov. 18, 1 pm
American Legion Hall on Shady
Lane in Enola (off Rtes 11 & 15)

Nor Cal TDU
Sunday, Dec. 9, 3:30 pm
Call 652-0263 for further info.

Southern Cal TDU
Sunday, Dec. 9, noon
Cerritos Park East
13234 E. 166th, Cerritos
Local bylaws reform campaigns to be discussed.

Spokane TDU
Saturday, Nov. 24, 9:30 am
2004 N. Nevada
Fireman's Credit Union

St. Louis TDU
Sunday, Dec. 2, 2 pm
Ben Franklin Motel, Bridgeton
Report on Convention

Toronto TDU
Sunday, Nov. 25, 10 am
Sherway Inn, Meeting Room
Coalition to Replace Local 938's
President

So. Cal Meeting to Plan for Bylaws

The December membership meeting of the So. Cal. TDU will be a workshop on "Writing and Introducing Proper By-Laws Changes".

In many Joint Council 42 Locals. By-Laws changes can only be introduced in January. Our chapter has conducted a number of by-law reform campaigns. We have gained valuable skills on how to do it properly to counter the "tricks" officials use to rule proposed changes out of order if the change threatens their power.

Incorrect writing of proposed changes will be used as an excuse for officials to throw them out, and you'll have to wait another year to try again. **Attend Our Workshop.** We'll help you write your changes. Bring a copy of your local's current by-laws. If you have trouble getting a copy from your local, call us immediately—the law demands they give you one.

The meeting is at noon, 12/9/79, Cerritos Park East, 13234 East 166th Street, Cerritos, CA. Phone: (213) 635-6338 or 439-5702.

Note: Our chapter is getting an office in late November—We need furniture and office equipment!

Labor for Equal Rights Now

At the Ypsilanti Convention a resolution was passed in support of a march for the Equal Rights Amendment (ERA). The march is sponsored by a coalition of Virginia labor organizations called Labor for Equal Rights Now (LERN). It will take place January 13 in Richmond, Virginia.

Rank and File Teamsters have a big stake in the passage of ERA nationally. For the majority of women Teamsters covered by sub-standard contracts, the ERA would mean more pressure on both the companies and the union to bargain for wages and working conditions more on par with shops which employ mostly men. And equal representation for all is a basic part of putting democracy back into our union.

We hope that more Teamster Joint Councils follow the example of J.C. 55 and 83, who have endorsed the LERN march. Rank and filers can support this effort by getting resolutions passed in their locals, raising money for LERN, or organizing buses to go to Richmond. For information, contact your local women's groups, AFL-CIO Councils, or write to LERN, 116 South 3rd St., Richmond, VA. 23219; or call 804-658-5801.

Join the United Reform Movement



Join TDU!



NAME.....LOCAL UNION #.....
ADDRESS.....
CITY.....STATE/PROV.....ZIP.....
PHONE.....COMPANY.....

City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Production ☐ Other.....

☐ \$15.00 basic membership fee—for one year's membership and subscription to Convoy Dispatch.

☐ \$25.00 membership fee for all Teamsters who can afford it. [\$5 of this will go to the local chapter.]

☐ \$10.00 for spouses and retirees, and Teamsters who gross less than \$10,000 a year.

☐ I want a bundle sub to Convoy Dispatch. Prices per issue are: ☐ 100-\$7 ☐ 50-\$5 ☐ 20-\$3 ☐ 10-\$2

RETURN TO: TDU, P.O. Box 10128, Detroit, Mich. 48210

Fitz Revokes Charter, Members Protest

Local 820 Hijacked

by Ted Katsaros
TDU Co-Chair
Local 282

Fitz and his chief lieutenants in New York City undertook last spring to destroy a 600 member local union that had been affiliated with the IBT since 1935. Without advance notice to the members of Local 820, the IBT General Executive Board in June 1979 ordered it "merged" with a much larger local, the 4000 member Truck Drivers Local 807, headed by Joseph Mangan.

The members, through petitions distributed at mass meetings, protested against the destruction of their local and demanded a return of their charter. All their protests, however, were ignored. Now the members of the former Local 820 are being forced to leave the IBT and certify their own organization as an independent union.

All in the Family

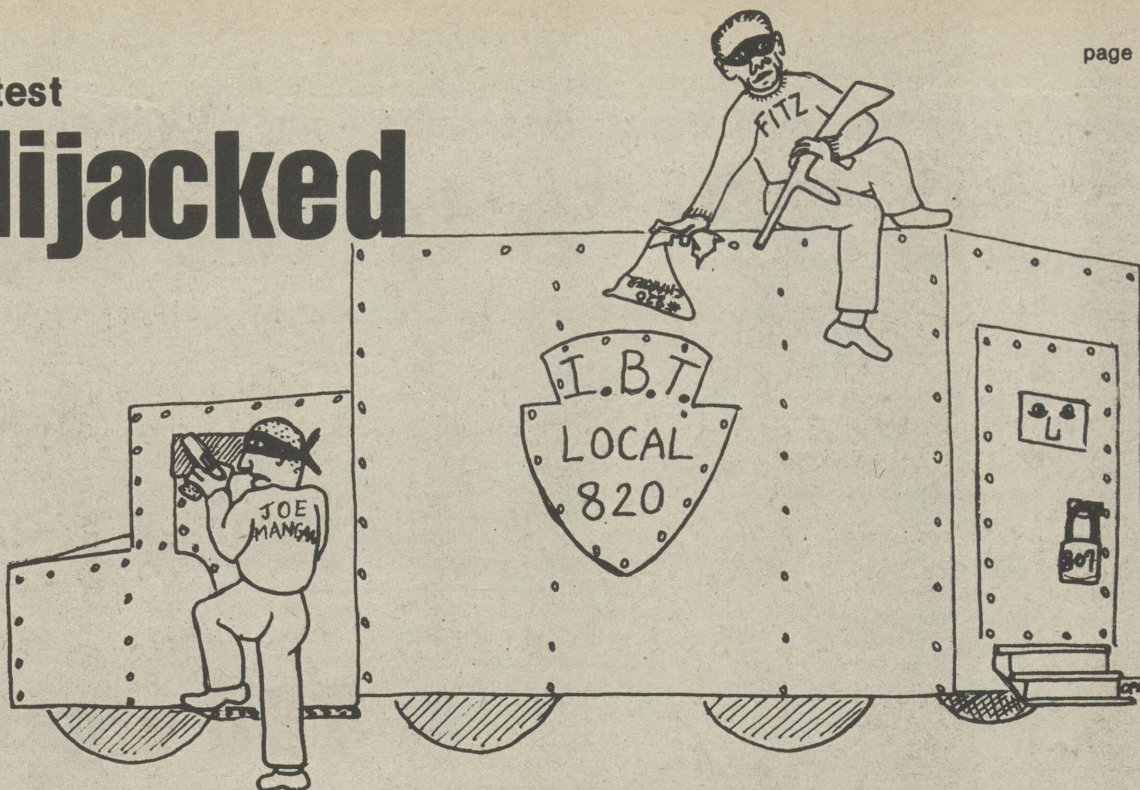
Until June 1979, Armored Car, Chauffeurs and Guards Local 820 (IBT) represented the employees of Brinks, Wells Fargo, and two other armored car companies in New York City. As a result of a strike in 1976, three of the employers

obtained damage awards against the local. Faced with other debts as well, the local's Executive Board was pleased at first when Warren Mangan, a lawyer for several Teamster locals, offered in January 1979 to represent the local for a relatively modest retainer.

The Executive Board members learned only later that Mangan was the son of Local 807's president and was counsel for Local 807.

Warren Mangan met with Local 820's Executive Board and promised to do nothing without its approval. But without informing the Executive Board, he arranged a merger of Local 820 into his father's local, 807, and arranged to put Local 820's two salaried officers on Local 807's payroll as "organizers" to cement the arrangement. On June 13, 1979, the IBT's General Executive Board ordered the merger to take place—all without any notice to Local 820's Executive Board or its membership.

The first notice to Local 820's members or Executive Board that a merger was to take place was a mimeographed letter dated June 15, 1979 from Local 807 president Joseph Mangan announcing that they were now



members of Local 807. In July, Local 807's Executive Board removed all the trustees appointed by Local 820 to its welfare and pension funds, replacing them with Joseph Mangan and three other Local 807 officials.

Local 820 members are concerned that the two Mangans and the other Local 807 trustees will run their \$10 million Local 820 pension fund in the same questionable way that those same trustees run Local 807's fund.

Local 807's pension fund has been sharply criticized in a

recent PROD report which points to dubious expense items and investment practices. The report indicates, for example, that in 1976 stocks for which the fund had paid \$26.6 million were valued in the fund's portfolio at only \$13.1 million. Overall, the assets of Local 807's funds were valued at 16% less than what the fund had paid for them.

Officials Ignore Appeals; Members Mobilize

Local 820 members held mass meetings in July and August to protest against a merger and demand a return of their charter. Many joined the NY-NJ chapter of PROD.

Unfair labor practice charges brought in July are still pending in the NLRB, charging that Fitz, Local 807, and each of the four employers have illegally interfered with the right of

Local 820 members to be represented by a labor organization of their own choosing.

The IBT officials, however, have ignored all appeals. In September, the members of Local 820 took the only practical course remaining open to them. At a mass meeting they resolved to certify their own organization, the "Armored Car Association for the Preservation of Local 820," as an independent labor organization and bargaining representative. They have already obtained signatures of more than 400 members—or about 2/3s of the total members of Local 820—in support of their petition.

The members of Local 820 would like to remain Teamsters. But even more, they want to keep their own local union. Unless Fitz and his boys begin to talk sense, they'll be forced to leave.

Payoffs Cost Union Jobs

"It doesn't surprise me in the least."

That was the reaction of Frank Greco, Local 478, Edison, N.J., a long time PROD activist and now member of TDU's International Steering Committee, upon learning of the indictments of three current and former officials of his local for abusing their local positions.

"We've had no representation here for years," Frank told the *Convoy Dispatch*. "Grievances are filed and no one responds."

Now the members of Local 478 know why the representation has been so bad.

They Got Rich, We Got...

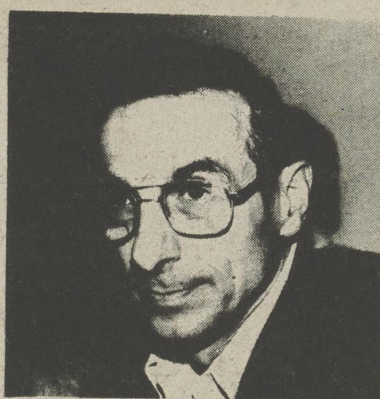
On November 6, the father and son team of Joseph P. and Joseph A. Uzzolinos were indicted along with former 478 official Joseph Amendola on 11 counts of abusing their positions as president, organizer, and trustee of the local, respectively. If convicted, they could receive up to 49 years in prison apiece, and fines up to \$110,000.

The indictments charged that the Uzzolinos had embezzled \$4,000 from Local 478's pension fund. While they were dipping into the union's till, they were also taking a \$10,000 payoff from Towers Transport, Inc. In return, Towers was allowed to "delay" its contribution to the local's pension fund.

The boss got rich. The Uzzolinos got rich. The rank and file got....!

Payoffs Open Door for Non-Union Attack

The most interesting part of the indictment concerns the systematic



Frank Greco

payoff of \$1,000 per month made by Samuel Mor of Towers Transport to the Uzzolinos in 1975. The money was given in return for the Uzzolinos' promise not to organize a "companion" firm of Towers Transport called Far East Truck Leasing, Inc.

Far East Truck Leasing remained non-union. But that wasn't enough for this employer. He had it arranged for Far East to acquire Towers Transport, which was unionized. Now the way is open for non-union men to be brought into what had been the Towers operation, and for the contract to be gutted.

The connection between corrupt local officials and an employer's attack on the membership is as clear as day in Local 478. Defense of the contract and working conditions, as well as protection of pension rights, will only result from a campaign to defend these rights and root out corruption in the Union.

If you live in Northern New Jersey and are tired of the sellouts, the interlining of union with non-union companies, and the under-the-table deals, you can do something about it by building TDU in your area. Contact Frank Greco at the Metro Chapter, Box 706, Edison, N.J. 08817.

"Clean" Officials Clean Up

While indictments were coming down on Local 478, yet another supposedly "clean" local was being hit with the same charges—Local 701 in central New Jersey.

Yet another father and son team, David and Joseph Friedman, were indicted for taking a \$360,000 kickback on a \$4 million loan from the Local 701 pension fund.

Local 701 was long thought to be free of the influence of corruption in general, and the Provenzanos in particular. But look again: not only were the Friedmans the lawyers for the Local 701 pension fund (from which they received the kickbacks), they were also the lawyers for "Tony Pro" himself.

The Labor Department is suing the trustees of the pension fund to recover the losses it suffered under the Friedmans' stewardship. But as with Local 478, these locals will only be "clean" when the rank and file organize and remove the likes of the Friedmans, Uzzolinos and Provenzanos once and for all.

IS YOUR PENSION FUND ANTI-UNION?

Pension Investments: A Social Audit, a new study released by the Corporate Data Exchange, a New York based non-profit research firm, has revealed large investments by union pension funds in anti-union corporations' common stock. Teamster pension funds were among those listed as investors in anti-union corporations.

The most notorious Teamster pension plan—the Central States Pension Fund—has assets of over \$1.5 billion, but only 6% of the plan's assets are invested in common stock. Much of the plan's assets are loaned out for investments in swamps, casinos, and other deals that frequently never get repaid.

But of the \$91.6 million in Central States pension funds that are invested in stocks, 45% (\$41 million) is invested in what the report cites as "predominantly non-unionized companies (less than 33% unionized)." Among the anti-union companies they have heavy investments in are IBM, Exxon, Kodak, and Sears.

The Teamster Affiliates Pension Plan, the one covering our officials, has a much higher proportion of its assets invested in common stocks (44%) instead of in risky land deals

and gambling operations. Our top officers and pension trustees don't seem to mind risking our money by giving it out to their underworld friends, but they're a lot more careful with their own pension money. Even so, the report notes that full 29% of the investments made by the Teamster Affiliates Pension Plan are in predominantly non-unionized companies. This Pension Fund also has investments in companies identified as OSHA violators, equal employment opportunity violators, and in South Africa investor/lender companies.

The report cites several other Teamsters pension plans with investments in predominantly non-unionized companies and other anti-union interests: the Teamsters Central Pennsylvania Pension Plan (\$12.6 million in anti-union interests); Teamsters Local 705 Pension Trust (Chicago) (\$8.3 million in anti-union interests); Teamster Pension Plan of Phila. and Vicinity (\$11.2 million in anti-union interests); Teamsters Local 807 Labor Management Pension (New York) (\$5.3 million in anti-union interests); and Teamsters Local 641 Trucking Employees (Northern New Jersey) (\$2.5 million in anti-union interests).

Judge Rules Vlahovic Right, But Stops Short of Reinstatement

JC 36: "a travesty of justice"

"...a travesty of justice, even by their constitutionally amateur standards," said Justice Gould, in describing the kangaroo court of Joint Council 36. But Justice Gould stopped short of ordering the reinstatement of Jack Vlahovic as the elected Secretary-Treasurer of Local 213 in Vancouver, British Columbia.

Vlahovic was elected to be the principle officer of Local 213 but was immediately charged with various trumped-up offenses by officials who are loyal to International Vice President and Canadian Director Ed Lawson. Lawson's kangaroo court in Joint Council 36 then removed Vlahovic from his elected position in September 1977.

Vlahovic and the BC-Yukon TDU Chapter are dedicated to the fight to restore democracy to Local 213 and the Teamsters.

Last month the case was heard in the Supreme Court of British Columbia, which issued a decision in early November. The decision described the kangaroo court rulings as "foolish and immature", and held it "an invalid proceeding." Based on this finding, the judge ordered 80% of the legal fees for the Vlahovic Defense Fund to be paid by the Joint Council.

This is a great help, as the Defense Fund has had to raise many thousands of dollars from rank and file donations.

Yet the decision failed to take the real courageous step and restore democracy to Local 213. The judge ruled that a second trial of Vlahovic was valid, essentially because Vlahovic walked out of that trial when Lawson and company would not allow any rank and file observers to be present.

The decision is just one more proof, if any more was needed, that democracy and justice are nonexistent under the rule of Lawson. One more reason for all Canadian Teamsters to unite to win the right

to vote for conference Director, instead of having Fitzsimmons appoint him. One more reason to join TDU and the fight for democracy.

The decision also shows that the courts often lack the courage to follow through and do the full job. The findings were there, but the bottom line was lacking. And that is why the answer lies with the rank and file Teamster. Only when enough of us unite to change the whole union around will justice prevail.



TDU member Diana Kilmury is one of the most active supporters of the fight for democracy in Local 213.

"I'm sure by now you know that Local 800 has been placed in Trusteeship and that I have been appointed by the General President as temporary trustee. I have removed the three principal officers from their elected position and kept them on the payroll..."

So began the November 7 letter from Robert Dietrich, the man placed in charge of the trusteeship of steelhaulers Local 800. With this

"Counsel for the plaintiff pointed out from that transcript that approximately 160 examples of what he argued were improprieties... it is the accumulation which overwhelmingly proves real bias on the part of the Chairman. The combination of his misapprehension of what is a leading question, his delusions as to the scope of cross-examination, and his erroneous theory of how a defendant must make his case, and the fact that virtually all his foolish and immature rulings... were directed exclusively against Vlahovic, amply support a finding of real bias. Counsel for the defendants was invited to cite examples where the impact of the Chairman's cosmic judicial ignorance had averaged out by also falling on the prosecution. He was unable to do so. I find real bias on the part of the Chairman in the first trial and, therefore, hold that it was an invalid proceeding."

from Judge Gould's ruling on Vlahovic's case

TDU organizes to fight Local 800 trusteeship

letter, any control whatsoever by the members of Local 800 was taken from them and placed in the hand of the appointed trustee. It's the union equivalent of martial law, the suspension of all democratic rights.

A great way to stop all dissent... if people are willing to take it.

The members of Local 800 are not willing. As we go to press, TDU steelhaulers are organizing a meeting on November 17 to plan a fight back—among the rank and file and perhaps in court as well.

When the trusteeship hearing was held on September 26, some 80 steelhaulers—most of them TDU members—showed up to picket and testify against it. That same spirit will now be the backbone of the fight to restore democratic control of Local 800.

The letter from the International justifies the trusteeship by describing a "power struggle" in Local 800. Indeed, there has been a power struggle. It is between President Todd and the rank and file.

Todd has refused to hold membership meetings. He has refused to hold Executive Board meetings. He has failed to show up for hearings. He has even failed to show up at the office. Todd has purchased a tractor and trailer. And Todd called for the trusteeship to save his hide from the rank and file.

In no way is a trusteeship justified because of the actions of

one man. Charges have been brought against Todd and should be heard.

The real reasons for the trusteeship lie in the steel haulers strike of April, the growth of TDU, and power plays inside Joint Council 40 by Fitz's backers.

This trusteeship will fail in its purpose of stifling the members. Since no local meetings will be allowed, rank and file meetings will be held. Rank and file organization will grow and will be the backbone of the local when it comes out of this trusteeship.

In 1970, Local 208 in L.A. was put in trusteeship as punishment after the freight strike there. International flunkies ran the local for the maximum allowed 10 months. Then they were run out of town by a rank and file vote. Shortly thereafter, in Madison, Wisconsin, Local 695 was put in trusteeship. Again it was a political punishment. It too failed and the International even paid an out-of-court settlement.

But TDU did not exist then and we guarantee that this trusteeship will see more rank and file organization than any before it.

This trusteeship should be ended immediately and an election held to restore democracy. Already the steelhauler rider is being chewed up by the steel carriers. A union under martial law can't fight. A democratic and strong Local 800 can ride point in the fight for all steelhaulers.

Join the "100-100 Team"

and give the united Teamster reform movement a Christmas gift that will insure its growth and strength!

The fight for democracy costs money. Thousands of Teamsters have helped by joining and contributing funds. And we are growing.

But in order to expand as we would like and to be even more effective, we must have more funds. You can help! We are asking you to join the "100-100 TEAM" if you can. This is 100 Teamsters donating \$100.00 apiece to raise \$10,000.

This \$10,000 will enable us to:

- provide training materials and workshops for chapters and individuals
- increase staff salaries which presently are pitifully low
- expand our organizing efforts into new areas—regions and jurisdictions

To be able to do these things will be a big boost for the reform movement in the Teamsters Union. Your donation is part of a cooperative fund raising effort. \$10,000 is not a lot of money in comparison to what our International wastes on lavish expenses, but our rank and file movement uses money very carefully and it goes a long way.

Your contribution will be tax deductible and will be made to the Teamster Rank and File Educational and Legal Defense Foundation. You will receive a "100-100 TEAM" wallet card of recognition and a written report on the progress of the expanded organizing efforts your contribution helped support.

To join the "100-100 TEAM" do the following right away:

- Fill out the form below
- Make out a check or money order to Teamster Rank and File Educational and Legal Defense Foundation
- Mail to TRF, Box 10303, Detroit, MI 48210.

Name _____ Company _____
Address _____ Local _____
City _____ State _____ Zip _____
Amount Contributed _____ Date _____ Chapter Affiliation _____

My name can be used on a list of donors: ☐ yes ☐ no
I wish to remain anonymous: ☐ yes ☐ no

Of course many Teamsters can donate \$100; many others cannot. You can still help even if you cannot make the \$100 contribution. You can:

- Help by signing up more people to TDU membership. This helps bring in more money and strengthens the reform movement by involving more people.
- Donate a smaller amount of money to this cooperative fund raising effort:

I wish to give: ☐ \$75 ☐ \$50 ☐ \$25 (use blank above)

Freight Contracts Available

The contract books for the master freight agreement and supplements are becoming available in some areas. The Western and Central Conference books have been printed, along with some other supplemental areas.

You have a legal right to have a copy if you work under it, and you can enforce your rights by following the procedure outlined below.

You should be able to get your contract by the end of the year, a mere nine months after the contract was signed and one-fourth the way through its 36 month life.

The speed with which our union officials can get written information to the rank and file is nothing short of amazing. If you don't believe it, test it yourself by organizing a work stoppage. Then see how fast you get all kinds of paper from our officials.

You can obtain a copy of your contract by following the procedure outlined in the following excerpt from the "Teamster Rank and File Legal Rights Handbook." (Copies available from TDU for \$4.00.)

"If you ask for your contract and the union does not supply it to you, put the request in writing and mail it to the union by certified mail, return receipt requested. Keep a copy of your letter. As part of your request, tell the union you want the contract to be supplied to you within 10 days of receipt of your letter. At the end of 10 days, if you have not received what you want, take a copy of your letter, together with the certified return receipt, to the Labor Management Services Administration (LMSA), and it should force union compliance on your behalf."